



2025 President & Chancellor Compensation Survey

April 2025

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Public Four~Year Universities

2025 President/Chancellor Compensation Survey

Name: Dr. La Tonia Collins Smith
Institution: Harris-Stowe State University
Phone: 314-340-3335
Contact Person: Brian M. Huggins

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$320,000			\$320,000		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$12,392			\$13,035		
Long-term disability for self	\$302			\$308		
Deferred compensation						
Retirement benefit	\$87,232			\$92,000		
Other (please specify)						
Basic Life Insurance	\$198			\$198		
A D and D insurance	\$19			\$19		
Total	\$420,143	\$0	\$0	\$425,560	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$48,000			\$48,000		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Annuity	\$36,000			\$36,000		
TOTAL	\$84,000	\$0	\$0	\$84,000	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Dean Van Galen
Institution: Missouri Southern State University
Phone: 417-659-3797
Contact Person: Linda Eis, Chief Financial Officer

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$275,000			\$280,500		
Medical/dental/vision insurance for self	\$6,262			\$6,542		
Medical/dental/vision insurance for spouse/family	\$2,969			\$2,834		
Long-term disability for self	\$260			\$260		
Deferred compensation						
Retirement benefit	\$74,965			\$80,644		
Other (please specify)						
- <i>ER Paid Life Insurance & AD&D</i>	\$513			\$513		
- <i>Retiree Health & Welfare</i>						
- <i>Wellness Incentive Credit</i>	\$300			\$300		
Total	\$360,269			\$371,593		
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$35,000			\$35,000		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$25,000			\$25,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$6,230			\$6,230		
Other (please specify)						
TOTAL	\$66,230	\$0	\$0	\$66,230	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Clifton Smart
Institution: Missouri State University - President (Retired July 2024)
Phone: (417)836-4448
Contact Person: Sarah Butler, Director of Payroll

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$415,154					
Medical/dental/vision insurance for self	\$6,794					
Medical/dental/vision insurance for spouse/family	\$7,281					
Long-term disability for self	\$240					
Deferred compensation						
Retirement benefit	\$92,732.10			\$31,997		\$31,997
Other - Deferred Retention Pay - Paid at retirement	\$75,000		\$75,000	\$475,000		\$475,000
Other - Vacation and Sick Balance - Paid at Retirement				\$144,664		
- ER Paid Life Insurance	\$236					
- Retiree Health & Welfare						
Total	\$597,438		\$75,000	\$651,661		\$506,997
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$40,000					
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$12,381.00					
Other (please specify)						
TOTAL	\$52,381	\$0	\$0	\$0	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Richard Williams
Institution: Missouri State University - President
Phone: (417)836-4448
Contact Person: Sarah Butler, Director of Payroll

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$0	\$0	\$0	\$475,000	\$0	\$0
Medical/dental/vision insurance for self	\$0	\$0	\$0	\$8,073	\$0	\$0
Medical/dental/vision insurance for spouse/family	\$0	\$0	\$0	\$16,096	\$0	\$0
Long-term disability for self	\$0	\$0	\$0	\$240	\$0	\$0
Deferred compensation	\$0	\$0	\$0	\$41,800	\$0	\$0
Retirement benefit	\$0	\$0	\$0	\$155,563	\$0	\$0
Other (please specify)	\$0	\$0	\$0	\$0	\$0	\$0
- ER Paid Life Insurance	\$0	\$0	\$0	\$238	\$0	\$0
- Retiree Health & Welfare	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$0	\$0	\$0	\$697,009	\$0	\$0
Additional life insurance						
	\$0					
Annuity						
	\$0					

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)				\$50,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships				\$705		
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$50,705	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Dennis Lancaster
 Institution: Missouri State University, West Plains - Chancellor
 Phone: (417)836-4448
 Contact Person: Sarah Butler, Director of Payroll

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$174,720.00	\$0	\$0	\$197,962	\$0	\$0
Medical/dental/vision insurance for self	\$7,520	\$0	\$0	\$8,161	\$0	\$0
Medical/dental/vision insurance for spouse/family	\$8,489	\$0	\$0	\$9,030	\$0	\$0
Long-term disability for self	\$210	\$0	\$0	\$216	\$0	\$0
Deferred compensation	\$24,518	\$0	\$0	\$30,500	\$0	\$0
Retirement benefit	\$52,536	\$0	\$0	\$56,914	\$0	\$0
Other (please specify)	\$0	\$0	\$0	\$0	\$0	\$0
- ER Paid Life Insurance	\$139	\$0	\$0	\$142	\$0	\$0
- Retiree Health & Welfare	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$268,131	\$0	\$0	\$302,925	\$0	\$0
Additional life insurance						
	\$0					
Annuity	\$0					

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$18,000			\$18,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$18,000	\$0	\$0	\$18,000	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Elizabeth Kennedy
Institution: Missouri Western State University
Phone: 816-271-4587
Contact Person: Sara Freemyer, Director of Human Resources

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$310,000			\$325,000		
Medical/dental/vision insurance for self	\$9,613			\$10,113		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$304			\$220		
Deferred compensation	\$25,000			\$25,000		
Retirement benefit	\$18,000			\$19,500		
Other (please specify) Auto/Cell Allowance	\$5,600			\$5,600		
- ER Paid Life Insurance	\$1,146			\$360		
- Retiree Health & Welfare						
Total	\$369,662	\$0	\$0	\$385,793	\$0	\$0
Additional life insurance						
	\$600,000					
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$30,000			\$30,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$1,275			\$1,275		
Other (please specify)						
TOTAL	\$31,275	\$0	\$0	\$31,275	\$0	\$0

2024 President/Chancellor Compensation Survey

Name: Dr. Lance Tatum
Institution: Northwest Missouri State University
Phone: 660.562.1129
Contact Person: Brooke Hull

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$320,000	\$0		\$329,600	\$0	
Medical/dental/vision insurance for self	\$13,409	\$0	\$2,544	\$13,520	\$0	\$2,544
Medical/dental/vision insurance for spouse/family	\$24,362	\$0	\$3,893	\$24,561	\$0	\$3,782
Long-term disability for self	\$332	\$0	\$0	\$332	\$0	\$0
Deferred compensation	\$20,000	\$0	\$20,000	\$20,000	\$0	\$20,000
Retirement benefit	\$91,812	\$0	\$0	\$105,340	\$0	\$0
Other (please specify)						
- ER Paid Life Insurance	\$462	\$0	\$210	\$462	\$0	\$210
- Retiree Health & Welfare	\$0	\$0	\$0		\$0	
Total	\$470,376	\$0	\$26,647	\$493,815	\$0	\$26,536
Additional life insurance	\$125,000					
Annuity	\$20,000					

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	university provided			university provided		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$16,800			\$16,800		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships			\$1,500			\$1,770
Other (please specify)						
Housing operating costs	\$16,800			\$35,000		
TOTAL	\$33,600	\$0	\$1,500	\$51,800	\$0	\$1,770

2025 President/Chancellor Compensation Survey

Name: Carlos Vargas-Aburto
Institution: Southeast Missouri State University
Phone: 573-986-6192
Contact Person: Melissia Coffee

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$394,097			\$394,502		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit						
Other (please specify)						
- ER Paid Life Insurance						
- Retiree Health & Welfare						
Total	\$394,097	\$0	\$0	\$394,502	\$0	\$0
Additional life insurance						
Annuity	\$30,000					
Vacation Buyback	\$13,485					

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$30,000			\$30,000
Utilities	\$5,915			\$6,000		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile			\$7,074			\$7,074
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$575			\$600		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Grounds Maintenance			\$8,500			\$8,500
Automobile Insurance	\$1,745			\$1,800		
TOTAL	\$8,234	\$0	\$45,574	\$8,400	\$0	\$45,574

2025 President/Chancellor Compensation Survey

Name: **Dr. Susan L. Thomas, President**

Institution: **Truman State University**

Phone: **660-785-7607**

Contact Person: **Arletta Nelson, Assistant to the VP for Administration, Finance & Planning**

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$283,197			\$288,164		
Medical/dental/vision insurance for self						
Medical/dental/vision insurance for spouse/family	\$11,107			\$11,896		
Long-term disability for self	\$210			\$210		
Deferred compensation	\$55,000		\$55,000	\$55,000		\$55,000
Retirement benefit	\$77,172			\$82,761		
Other (please specify) AD&D	\$34			\$34		
- ER Paid Life Insurance	\$156			\$156		
- Retiree Health & Welfare - FICA	\$15,339			\$15,405		
Total	\$442,215	\$0	\$55,000	\$453,626	\$0	\$55,000
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$18,000			\$18,000		
Utilities	\$9,754			\$9,847		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property	\$209			\$231		
Entertainment						
Automobile: taxable car amount & vehicle insurance	\$3,957			\$4,080		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage: gas & repairs	\$1,363			\$1,740		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$33,283	\$0	\$0	\$33,898	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: **Roger Best**
Institution: **University of Central Missouri**
Phone: **660-543-4406**
Contact Person: **Lisa Miller**

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$307,288			\$326,000		
Medical/dental/vision insurance for self	\$9,538			\$9,836		
Medical/dental/vision insurance for spouse/family	\$4,266			\$4,529		
Long-term disability for self	\$465			\$461		
Deferred compensation						
Retirement benefit	\$83,651			\$93,314		
Other (please specify)						
- ER Paid Life Insurance	\$250					
- Retiree Health & Welfare				\$185	\$0	
Total	\$405,458	\$0	\$0	\$434,325	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment	\$0	\$612		\$0	\$650	
Automobile	\$12,000			\$12,000		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development	\$8,653	\$0		\$10,008	\$0	
Expense for spouse/family to attend meetings	\$0	\$0		\$0	\$0	
Club/other memberships	\$75	\$0		\$75	\$0	
Other (please specify)						
TOTAL	\$20,728	\$612	\$0	\$22,083	\$650	\$0

2025 President/Chancellor Compensation Survey

Mun Choi - President (3/1/2017 - present);

University of Missouri-Columbia Chancellor (4/14/2020 - present) --

Name: **DUAL ROLE**

Institution: **University of Missouri - Columbia**

Phone: **573-882-2146**

Contact Person: **Katie Wiggins, Lead Compensation & Classification Analyst**

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$950,000			\$989,583		
Medical/dental/vision insurance for self	\$5,970			\$6,362		
Medical/dental/vision insurance for spouse/family	\$13,856			\$14,767		
Long-term disability for self	\$195			\$186		
Deferred compensation	\$200,000		\$200,000	\$200,000		\$200,000
Retirement benefit	\$48,598			\$59,556		
Vacation Payout	\$36,538			\$38,365		
Short Term Disability	\$2,470			\$5,002		
- <i>ER Paid Life Insurance</i>	\$728			\$672		
- <i>Retiree Health & Welfare</i>	\$10,753			\$11,032		
Total	\$1,269,108	\$0	\$200,000	\$1,325,526	\$0	\$200,000
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	University Provided			University Provided		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$17,868			\$17,868		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
- <i>ER Contribution to 401(a) (SRP)</i>	\$49,500			\$51,750		
TOTAL	\$67,368	\$0	\$0	\$69,618	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: **C. Mauli Agrawal - Chancellor (6/20/2018 - present)**
Institution: **University of Missouri - Kansas City**
Phone: **573-882-2146**
Contact Person: **Katie Wiggins, Lead Compensation & Classification Analyst**

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Amount Above Standard Benefit
Base salary	\$492,583			\$540,833		
Medical/dental/vision insurance for self	\$4,974			\$5,264		
Medical/dental/vision insurance for spouse/family	\$6,260			\$6,580		
Long-term disability for self	\$195			\$186		
Deferred compensation	\$50,000		\$50,000	\$50,000		\$50,000
Retirement benefit	\$36,584			\$35,422		
Vacation Payout	\$15,883					
Short Term Disability	\$1,339			\$2,812		
- ER Paid Life Insurance	\$278			\$253		
- Retiree Health & Welfare	\$5,978			\$6,222		
Total	\$614,074	\$0	\$50,000	\$647,573	\$0	\$50,000
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$30,000			\$30,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$15,000			\$15,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$45,000	\$0	\$0	\$45,000	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: **Mohammad Dehghani - Chancellor (8/1/2019 - present)**
Institution: **University of Missouri - Science & Technology**
Phone: **573-882-2146**
Contact Person: **Katie Wiggins, Lead Compensation & Classification Analyst**

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$600,000			\$721,111		
Medical/dental/vision insurance for self	\$7,488			\$7,898		
Medical/dental/vision insurance for spouse/family	\$18,146			\$19,153		
Long-term disability for self	\$195			\$186		
Deferred compensation	\$85,000		\$85,000	\$150,000		\$150,000
Retirement benefit	\$37,065			\$43,730		
Other (please specify)						
- ER Paid Life Insurance	\$116			\$140		
- Retiree Health & Welfare	\$6,540			\$7,860		
Total	\$754,550	\$0	\$85,000	\$950,079	\$0	\$150,000
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	University Provided			University Provided		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$15,000			\$15,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$15,000	\$0	\$0	\$15,000	\$0	\$0

2025 President/Chancellor Compensation Survey

Kristin Sobolik - Chancellor (4/9/2020 - present); Interim (9/1/2019 -

Name: **4/8/2020)**

Institution: **University of Missouri - St. Louis**

Phone: **573-882-2146**

Contact Person: **Katie Wiggins, Lead Compensation & Classification Analyst**

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$467,833			\$483,333		
Medical/dental/vision insurance for self	\$4,974			\$5,264		
Medical/dental/vision insurance for spouse/family	\$12,836			\$13,531		
Long-term disability for self	\$195			\$186		
Deferred compensation	\$20,000		\$20,000	\$20,000		\$20,000
Retirement benefit	\$33,934			\$32,070		
Vacation Payout	\$18,269					
Short Term Disability	\$1,235			\$2,578		
- ER Paid Life Insurance	\$322			\$274		
- Retiree Health & Welfare	\$5,299			\$5,419		
Total	\$564,897	\$0	\$20,000	\$562,656	\$0	\$20,000
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	University Provided			University Provided		
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$15,000			\$15,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$15,000	\$0	\$0	\$15,000	\$0	\$0

Public Two-Year Colleges

2025 President/Chancellor Compensation Survey

Name: Katricia Pierson - resigning 6/30/25 -Chett Daniel Interim 2/1/25
Institution: Crowder College
Phone: 417-455-5675
Contact Person: Cassie Hale

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$210,000			\$297,500		
Medical/dental/vision insurance for self	\$6,160			\$9,520		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$31,419			\$44,518		
Other (please specify)						
- ER Paid Life Insurance						
- Retiree Health & Welfare						
Total	\$248,144	\$0	\$0	\$351,538	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify) non-faculty instructor	\$525			\$525		
TOTAL	\$525	\$0	\$0	\$525	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Carl Jon Bauer
Institution: East Central College
Phone: 636-584-6501
Contact Person: Ashley Straatmann (636-584-6704)

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$193,960			\$201,234		
Medical/dental/vision insurance for self	\$11,726			\$11,916		
Medical/dental/vision insurance for spouse/family	\$12,352		\$12,352	\$12,688		\$12,688
Long-term disability for self	\$270			\$282		
Deferred compensation						
Retirement benefit	\$29,824			\$30,907		
Other - HSA Contribution	\$5,200		\$5,200	\$5,200		\$5,200
Other - Auto Allowance	\$9,000		\$9,000	\$9,000		\$9,000
Other - ER Paid Life Insurance	\$61			\$61		
- Retiree Health & Welfare						
Total	\$262,393	\$0	\$26,552	\$271,288	\$0	\$26,888
Additional life insurance						
Additional \$150,000	\$184					
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment		\$11,268			\$20,000	
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$11,268	\$0	\$0	\$20,000	\$0

2025 President/Chancellor Compensation Survey

Name: **Dena McCaffrey**
Institution: **Jefferson College**
Phone: **636-481-3152**
Contact Person: **Kayla Barren**

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$200,000			\$210,120	\$0	\$10,120
Medical/dental/vision insurance for self	\$9,426			\$9,648	\$0	\$0
Medical/dental/vision insurance for spouse/family	\$16,398		\$9,540	\$17,220	\$0	\$9,540
Long-term disability for self	\$220			\$220	\$0	\$0
Deferred compensation			\$0	\$0	\$0	\$0
Retirement benefit	\$30,610		\$0	\$32,110	\$0	\$0
Other (please specify) QHDHP Contribution	\$1,680		\$0	\$1,680	\$0	\$0
- <i>ER Paid Life Insurance</i>	\$38		\$0	\$54	\$0	\$0
- <i>Retiree Health & Welfare</i>			\$0	\$0	\$0	\$0
Total	\$258,372		\$9,540	\$271,052	\$0	\$19,660
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Operating Funds	(e.g. Institutional)	of Compensation	Operating Funds	(e.g. Institutional)	of Compensation
Housing	\$0			\$0		
Utilities	\$0			\$0		
Housing allowance (provided for private rent/lease/purchase)	\$0			\$0		
Housekeeper	\$0			\$0		
Custodian, groundskeeper	\$0			\$0		
Insurance for personal property	\$0			\$0		
Entertainment	\$0			\$0		
Automobile	\$0			\$0		
Automobile allowance (provided for private lease/purchase)	\$0			\$0		
Automobile repair/maintenance/mileage	\$9,600			\$9,600		
Professional development	\$0			\$0		
Expense for spouse/family to attend meetings	\$0	\$0	\$0	\$0	\$0	\$0
Club/other memberships						
Other (please specify)						
TOTAL	\$9,600	\$0	\$0	\$9,600	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Kimberly Beatty- Chancellor
 Institution: Metropolitan Community College
 Phone: 816-604-1130
 Contact Person: Patricia Amick

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$386,250			\$393,975		
Medical/dental/vision insurance for self	\$12,213			\$12,212		
Medical/dental/vision insurance for spouse/family	\$8,808			\$7,216		
Long-term disability for self	\$1,069			\$389		
Deferred compensation						
Retirement benefit	\$57,777			\$58,897		
Other (please specify)						
- ER Paid Life Insurance	\$2,760		\$920	\$2,760		\$920
- Retiree Health & Welfare- 403B	\$1,000			\$1,000		
Total	\$469,876	\$0	\$920	\$476,449	\$0	\$920
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment		\$3,600			\$3,600	
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$3,600	\$0	\$0	\$3,600	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Ellen Crowe- President Maple Woods
Institution: Metropolitan Community College
Phone: 816-604-1130
Contact Person: Patricia Amick

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$137,500			\$170,000		
Medical/dental/vision insurance for self	\$11,195			\$12,573		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$386			\$389		
Deferred compensation						
Retirement benefit	\$21,561			\$26,473		
Other (please specify)						
- ER Paid Life Insurance	\$10,990		\$330	\$1,224		\$408
- Retiree Health & Welfare- 403B	\$1,000			\$1,000		
Total	\$182,632	\$0	\$330	\$211,659	\$0	\$408
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile				\$5,400		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$5,400	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Suzanne Gochis- President of Blue River, VCSS
Institution: Metropolitan Community College
Phone: 816-604-1130
Contact Person: Patricia Amick

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$183,748			\$191,501		
Medical/dental/vision insurance for self	\$12,178			\$12,573		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$518			\$389		
Deferred compensation						
Retirement benefit	\$28,409			\$29,591		
Other (please specify)						
- ER Paid Life Insurance	\$1,325		\$518	\$1,351		\$450
- Retiree Health & Welfare- 403B	\$0			\$1,000		
Total	\$226,179	\$0	\$518	\$236,404	\$0	\$450
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$7,200	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Thomas Meyer- President Online campus, CAO
Institution: Metropolitan Community College
Phone: 816-604-1130
Contact Person: Patricia Amick

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$185,923			\$195,036		
Medical/dental/vision insurance for self	\$12,213			\$12,573		
Medical/dental/vision insurance for spouse/family	\$2,115			\$0		
Long-term disability for self	\$518			\$389		
Deferred compensation						
Retirement benefit	\$28,730			\$30,051		
Other (please specify)						
- ER Paid Life Insurance	\$1,339		\$446	\$1,366		\$455
- Retiree Health & Welfare- 403B	\$1,000			\$1,000		
Total	\$231,838	\$0	\$446	\$240,414	\$0	\$455
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$7,200	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Tammy Robinson- President of Penn Valley
Institution: Metropolitan Community College
Phone: 816-604-1130
Contact Person: Patricia Amick

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary				\$175,500		
Medical/dental/vision insurance for self				\$12,573		
Medical/dental/vision insurance for spouse/family				\$6,045		
Long-term disability for self				\$569		
Deferred compensation						
Retirement benefit				\$27,218		
Other (please specify)						
- ER Paid Life Insurance				\$1,265		\$422
- Retiree Health & Welfare- 403B				\$0		
Total		\$0	\$0	\$223,170	\$0	\$422
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile				\$7,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$7,200	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Kathrine Swanson- President Longview- Retired 8/31/24 - New President(Dr. Crider)
Institution: Metropolitan Community College
Phone: 816-604-1130
Contact Person: Patricia Amick

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$194,240			\$24,639		
Medical/dental/vision insurance for self	\$10,735			\$1,789		
Medical/dental/vision insurance for spouse/family	\$751			\$0		
Long-term disability for self	\$551			\$92		
Deferred compensation						
Retirement benefit	\$29,936			\$4,989		
Other (please specify)						
- ER Paid Life Insurance	\$1,399		\$551	\$238		
- Retiree Health & Welfare- 403B	\$0			\$0		
Total	\$237,612	\$0	\$551	\$31,747	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile	\$7,200			\$1,200		
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$7,200	\$0	\$0	\$1,200	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: DR JOSEPH GILGOUR
Institution: MINERAL AREA COLLEGE
Phone: 573-518-2188
Contact Person: CRYSTAL COFFMAN

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$188,400			\$202,525		
Medical/dental/vision insurance for self	\$9,014			\$8,523		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$160			\$0		
Deferred compensation						
Retirement benefit	\$28,731			\$30,251		
Other (please specify)						
- ER Paid HSA Contributions	\$734			\$1,705		
- ER Paid Life Insurance	\$124			\$54		
- Retiree Health & Welfare						
Total	\$227,163	\$0	\$0	\$243,057	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$12,000			\$12,000		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$12,000	\$0	\$0	\$12,000	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Jeffery C. Lashley/Todd Martin
Institution: Moberly Area Community College
Phone: 660 263 4100 x11274
Contact Person: Susan Spencer

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$250,000			\$190,000		
Medical/dental/vision insurance for self	\$9,856		\$1,232	\$9,924		
Medical/dental/vision insurance for spouse/family	\$11,735		\$11,411	\$0		
Long-term disability for self	\$0			\$0		
Deferred compensation	\$0			\$0		
Retirement benefit	\$37,679			\$28,989		
Other (please specify)						
- ER Paid Life Insurance	\$19			\$19		
- Retiree Health & Welfare						
Total	\$309,290	\$0	\$12,643	\$228,932	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)	\$805					
TOTAL	\$805	\$0	\$0	\$0	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Lenny Klaver
 Institution: North Central Missouri College
 Phone: 660-359-3948
 Contact Person: Tyson Otto

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$200,000			\$206,000		
Medical/dental/vision insurance for self	\$8,098			\$8,407		
Medical/dental/vision insurance for spouse/family	\$0					
Long-term disability for self	\$0					
Deferred compensation	\$0					
Retirement benefit	\$30,174			\$31,089		
Other (please specify)						
- ER Paid Life Insurance	\$49				\$49	
- Retiree Health & Welfare						
Total	\$238,321	\$0	\$0	\$245,545	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing	\$0			\$0		
Utilities	\$0			\$0		
Housing allowance (provided for private rent/lease/purchase)	\$0			\$0		
Housekeeper	\$0			\$0		
Custodian, groundskeeper	\$0			\$0		
Insurance for personal property	\$0			\$0		
Entertainment		\$1,200			\$1,200	
Automobile	\$0			\$0		
Automobile allowance (provided for private lease/purchase)	\$11,000			\$13,000		
Automobile repair/maintenance/mileage	\$0			\$0		
Professional development	\$0			\$0		
Expense for spouse/family to attend meetings	\$0			\$0		
Club/other memberships	\$500			\$500		
Other (please specify)						
TOTAL	\$11,500	\$1,200	\$0	\$13,500	\$1,200	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Hal Higdon
Institution: Ozarks Technical Community College
Phone: 417-447-6643
Contact Person: Drew Courtway

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$340,059			\$350,261		
Medical/dental/vision insurance for self	\$8,002			\$8,364		
Medical/dental/vision insurance for spouse/family				\$4,153		\$2,995
Long-term disability for self	\$126			\$131		
Deferred compensation						
Retirement benefit	\$44,225			\$50,025		
Other (please specify)						
- ER Paid Life Insurance	\$72			\$66		
403B	\$30,000		\$30,000	\$30,000		\$30,000
- Retiree Health & Welfare	\$630			\$648		
Total	\$423,114	\$0	\$30,000	\$443,648	\$0	\$32,995
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)				\$24,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$12,120			\$12,120		
Automobile repair/maintenance/mileage	\$1,339			\$1,393		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$13,459	\$0	\$0	\$37,513	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Robert Griffith
Institution: Ozarks Technical Community College
Phone: 417-447-6643
Contact Person: Drew Courtway

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$143,420			\$147,723		
Medical/dental/vision insurance for self	\$8,002			\$8,364		
Medical/dental/vision insurance for spouse/family	\$336			\$768		
Long-term disability for self	\$112			\$131		
Deferred compensation						
Retirement benefit	\$21,956			\$22,669		
Other (please specify)						
- ER Paid Life Insurance	\$72			\$66		
- Retiree Health & Welfare	\$630			\$648		
Total	\$174,528	\$0	\$0	\$180,369	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$3,581			\$3,659		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$3,581	\$0	\$0	\$3,659	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Cliff Davis
Institution: Ozarks Technical Community College
Phone: 417-447-6643
Contact Person: Drew Courtway

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$159,381			\$164,162		
Medical/dental/vision insurance for self	\$8,002			\$8,364		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$112			\$131		
Deferred compensation						
Retirement benefit	\$24,271			\$25,053		
Other (please specify)						
- ER Paid Life Insurance	\$72			\$66		
- Retiree Health & Welfare	\$630			\$648		
Total	\$192,468	\$0	\$0	\$198,423	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$2,065			\$3,148		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$2,065	\$0	\$0	\$3,148	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Dusty Childress
Institution: Ozarks Technical Community College
Phone: 417-447-6643
Contact Person: Drew Courtway

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$143,420			\$152,723		
Medical/dental/vision insurance for self	\$8,002			\$8,364		
Medical/dental/vision insurance for spouse/family	\$654			\$1,350		
Long-term disability for self	\$126			\$131		
Deferred compensation						
Retirement benefit	\$21,956			\$23,436		
Other (please specify)						
- ER Paid Life Insurance	\$72			\$66		
- Retiree Health & Welfare	\$630			\$648		
Total	\$174,860	\$0	\$0	\$186,718	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$5,019			\$3,383		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$5,019	\$0	\$0	\$3,383	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Barbara Kavalier
Institution: St. Charles Community College
Phone: 636-922-8000
Contact Person: Jessica Trimborn

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$292,000			\$300,760		
Medical/dental/vision insurance for self	\$10,160		\$1,532	\$9,780		\$1,152
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$935		\$935	\$900		\$900
Deferred compensation	\$14,000		\$14,000	\$14,000		\$14,000
Retirement benefit	45,438.03			\$43,610		
Other (please specify)	\$5,652		\$5,567	\$5,535		\$5,449
- ER Paid Life Insurance						
- Retiree Health & Welfare						
Total	\$368,185	\$0	\$22,033	\$374,585	\$0	\$21,501
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	12,000			\$12,000		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Business Allowance	2,400			\$2,400		
TOTAL	\$14,400	\$0	\$0	\$14,400	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Jeff Pittman, Chancellor
 Institution: St. Louis Community College
 Phone: 314-539-5150
 Contact Person: Mark Swadener VCF, CFO 314-539-5278

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$360,388			\$407,238		
Medical/dental/vision insurance for self	\$10,013			\$10,265		
Medical/dental/vision insurance for spouse/family	\$10,569			\$9,467		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$47,850			\$60,538		
Other (please specify) - 403b	\$24,000		\$24,000	\$24,000		\$24,000
Basic Life and AD&D	\$620			\$620		
Total	\$453,682	\$0	\$24,000	\$512,370	\$0	\$24,000
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)	\$24,000			\$24,000		
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$11,100			\$11,100		
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$8,088			\$8,088		
Other (please specify)						
TOTAL	\$43,188	\$0	\$0	\$43,188	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Julie Fickas, Forest Park Campus President
Institution: St. Louis Community College
Phone: 314-644-9280
Contact Person: Mark Swadener VCF, CFO 314-539-5278

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$179,251			\$184,629		
Medical/dental/vision insurance for self	\$10,128			\$10,947		
Medical/dental/vision insurance for spouse/family	\$7,877			\$6,709		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$27,460			\$28,360		
Other (please specify) - Basic Life and AD&D	\$605			\$605		
Total	\$225,563	\$0	\$0	\$231,492	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Feleccia Moore-Davis, Meramec Campus President
Institution: St. Louis Community College
Phone: 314-984-7761
Contact Person: Mark Swadener VCF, CFO 314-539-5278

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$179,251			\$184,629		
Medical/dental/vision insurance for self	\$10,013			\$10,265		
Medical/dental/vision insurance for spouse/family	\$5,473					
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$27,443			\$28,260		
Other (please specify) - Basic Life and AD&D	\$605			\$605		
Total	\$222,785	\$0	\$0	\$223,759	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Elizabeth Perkins, Florissant Valley Campus President
Institution: St. Louis Community College
Phone: 314-513-4237
Contact Person: Mark Swadener VCF, CFO 314-539-5278

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$182,636			\$188,115		
Medical/dental/vision insurance for self	\$8,155			\$10,437		
Medical/dental/vision insurance for spouse/family	\$5,985			\$431		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$27,978			\$28,790		
Other (please specify) - Basic Life and AD&D	\$620			\$620		
Total	\$225,616	\$0	\$0	\$228,635	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Stephen White, Wildwood Campus President
Institution: St. Louis Community College
Phone: 636-422-2250
Contact Person: Mark Swadener VCF, CFO 314-539-5278

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$162,750			\$167,633		
Medical/dental/vision insurance for self	\$11,341			\$10,091		
Medical/dental/vision insurance for spouse/family	\$17			\$102		
Long-term disability for self	\$242			\$242		
Deferred compensation						
Retirement benefit	\$25,116			\$25,770		
Other (please specify) - Basic Life and AD&D	\$590			\$590		
Total	\$200,056	\$0	\$0	\$204,428	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$0	\$0	\$0	\$0	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Brent Bates
Institution: State Fair Community College
Phone: 660-596-7301
Contact Person: Keith Acuff

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$198,380			\$205,000		
Medical/dental/vision insurance for self	\$9,762			\$10,297		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self						
Deferred compensation						
Retirement benefit	\$30,180			\$31,236		
Other (please specify)						
- ER Paid Life Insurance	\$193			\$193		
- Medicare	\$2,854			\$3,110		
Total	\$241,369	\$0	\$0	\$249,836	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile						
Automobile allowance (provided for private lease/purchase)	\$6,000			\$9,000		
Automobile repair/maintenance/mileage	\$1,540			\$1,500		
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships	\$210			\$210		
Other (please specify)						
TOTAL	\$7,750	\$0	\$0	\$10,710	\$0	\$0

2025 President/Chancellor Compensation Survey

Name: Dr. Wesley Payne
Institution: Three Rivers College
Phone: 573-840-9105
Contact Person: Anita Freeman

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$236,754			\$246,225		
Medical/dental/vision insurance for self	\$8,614			\$9,045		
Medical/dental/vision insurance for spouse/family	\$0			\$0		
Long-term disability for self	\$0			\$0		
Deferred compensation	\$0			\$0		
Retirement benefit	\$35,578			\$35,641		
Other (please specify)						
- ER Paid Life Insurance						
- Retiree Health & Welfare						
Total	\$280,946	\$0	\$0	\$290,911	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing						
Utilities						
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile			\$4,162			\$4,162
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage						
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
Cell Phone	\$1,113					\$1,081
TOTAL	\$1,113	\$0	\$4,162	\$0	\$0	\$5,243

State Technical Colleges

2025 President/Chancellor Compensation Survey

Name: Dr. Shawn Strong
Institution: State Technical College of Missouri
Phone: 573-897-5147
Contact Person: Jenny Jacobs

Direct Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package for the president/chancellor which exceed those provided for all other employees (other than base salary) indicate the amount of the extra compensation in the specified column.

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit	Institutional Operating Funds	Private Funds (e.g. Institution Foundations)	Amount Above Standard Benefit
Base salary	\$263,274			\$272,489		
Medical/dental/vision insurance for self	\$9,001			\$10,861		
Medical/dental/vision insurance for spouse/family						
Long-term disability for self	\$1,172			\$1,213		
Deferred compensation						
Retirement benefit	\$71,768			\$78,340		
Other (please specify)						
- ER Paid Life Insurance	\$927			\$959		
- Retiree Health & Welfare						
Total	\$346,141	\$0	\$0	\$363,862	\$0	\$0
Additional life insurance						
Annuity						

Other Compensation:

All items should be annual dollar amounts. For benefits included in the compensation package which provide a value to the president/chancellor and are not easily identified in operating spending (i.e., housing provided on campus), please indicate in the specified column an estimate of the value of the compensation (in the example of housing, this would be the estimated market rent for the property).

	FY 2024 Actual Expenditures			FY 2025 Estimated Expenditures		
	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)	Institutional Operating Funds	Private Funds (e.g. Institutional Foundations)	Estimated Value of Compensation (not reflected in budget)
Housing			\$20,000			\$25,000
Utilities	\$4,455			\$5,793		
Housing allowance (provided for private rent/lease/purchase)						
Housekeeper						
Custodian, groundskeeper						
Insurance for personal property						
Entertainment						
Automobile			\$14,083			\$16,500
Automobile allowance (provided for private lease/purchase)						
Automobile repair/maintenance/mileage	\$6,785				\$7,000	
Professional development						
Expense for spouse/family to attend meetings						
Club/other memberships						
Other (please specify)						
TOTAL	\$11,239	\$0	\$34,083	\$5,793	\$7,000	\$41,500